

STATE MILITARY DEPARTMENT
JOINT FORCE HEADQUARTERS, ALABAMA NATIONAL GUARD
1720 CONGRESSMAN WILLIAM L. DICKINSON DRIVE
P. O. BOX 3711
MONTGOMERY, ALABAMA 36109-0711

ALJ1-HRO-SEEM

22 January 2010

MEMORANDUM FOR ALL PERSONNEL

SUBJECT: Equal Employment Opportunity (EEO) Policy


1. As the Adjutant General for the Alabama National Guard, I am committed to providing equal employment opportunity for all employees and applicants for employment in the Alabama National Guard, regardless of their race, color, religion, sex, national origin, disability, age and genetics. All employees will have the freedom to compete for employment and advancement in careers in an equitable work and hiring environment.
2. Managers and supervisors will ensure that all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation are free from discrimination and personal biases.
3. Discrimination and workplace harassment will not be tolerated. Allegations of discrimination and harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken. I also support the rights of all employees to exercise their rights under the civil rights statutes. Reprisal against anyone who has participated in protected activity will not be tolerated.
4. Guidelines for filing EEO complaints of discrimination are posted on the HRO website, the technician bulletin board at each unit, and are found in National Guard Regulation (NGR) (AR) 690-600/and NGR (AF) 40-1614, National Guard Civilian Discrimination Complaint System, dated 15 Mar 93. Information on the variety of EEO programs available (alternative dispute resolution, disability accommodations, religious accommodation and others) can be found on the following websites:

<http://www.eeoc.gov>

<http://www.ngb.army.mil/jointstaff/zc/co/default.aspx>

Or by contacting the State Equal Employment Manager (SEEM): (334) 271-7215/DSN 363-7215 or the Equal Employment Specialist: (334) 271-7217/ DSN 363-7217.

5. This policy letter supersedes ALJF-TAG, 7 Jan 09, Subject: Equal Employment Opportunity (EEO) Policy and will be posted in the permanent section on all technician bulletin boards located at each unit, the Human Resources Office, the Equal Employment Opportunity Office and on the HRO website.


ABNER C. BLALOCK
Major General, ALARNG
The Adjutant General